# **WASHINGTON STATE** APPRENTICESHIP AND TRAINING COUNCIL



The "Original 4 Year Degree"

1941 - 2001 60 Years of Registered Apprenticeships in Washington State

Web Site: http://www.lni.wa.gov/scs/apprenticeship/index.htm

Presented to the Director of the **Department of Labor and Industries** 

**April 2001** 

#### April 2001

Gary Moore, Director
Department of Labor and Industries
P. O. Box 44001
Olympia, Washington 98504-4001

Dear Mr. Moore:

I am pleased to submit the 2000 Annual Report on behalf of the Washington State Apprenticeship & Training Council. This report includes statistical data, program activities, mission, and vision. Apprenticeship in the State of Washington continues to expand. We currently have over 10,000 apprentices and that number will continue to increase.

We feel that apprenticeship offers a great opportunity to the citizens of our state. With the Governor's commitment, Executive Order 01-00, as well as the Department's participation at job fairs in conjunction with our quarterly Council meetings, we continue to grow. The Council members and the Department have been supporting programs that promote apprenticeship, including Building Better Communities and Pathways to Apprenticeship. These programs have been very successful statewide and we plan to continue this type of support.

Apprenticeship is a system that thrives on partnerships between labor, management, the educational community, and other community organizations. The Council adopted in April 2001 strategic goals in support of increasing these partnerships. The Washington State Apprenticeship & Training Council is committed to assisting in processes that bring organizations together for the benefit of the system. We are also committed to overseeing the welfare of the individual indentured apprentices.

One of our more important events during 2000 was receiving a Quality Child Care Initiative Grant from the DOL-ATELS. This grant has clearly demonstrated the positive effects of having a full time coordinator assigned to the development of an emerging apprenticeship. This initiative has increased the number of registered Child Care Assistant 1 apprentices from 79 on January 1, 2000 to over 120 on December 31, 2000.

We look forward to meeting the challenge of the upcoming year. The Council's Goals for 2001 are to continue to expand the apprenticeship opportunities for apprentices and the program sponsors, and to actively recruit employers into the apprenticeship system.

Sincerely,

Alan O. Link, Chair Washington State Apprenticeship & Training Council

### **COUNCIL MEMBERS**

**Employer Members** Melinda Nichols

Jesse Lill

LaFrank Newell, (Vice-chair)

Public Member Susan W. Crane Employee Members Lawrence Crow Al Link (Chair)

Karen Carter

**Ex Officio Members** Ellen O'Brien Saunders, Executive Director Washington State

Workforce Training & Education Coordinating Board

Carver Gayton, Commissioner

**Employment Security Department** 

Earl Hale, Executive Director

Washington State Board for Community & Technical

Colleges Anne Wetmore

US Department of Labor, Office of Apprenticeship Training

ATELS

#### APPRENTICESHIP PROGRAM STAFF

Secretary to the Council Patrick Woods
 Apprenticeship Program Manager Nancy J. Mason
 Apprenticeship Coordinator 2 Bill Chrisman

• Recording Secretary Dianna Staley (left September 2000)

Lynne Atkinson (effective September 2000)

 Assigned Assistant Attorney General for the Council

Central Office Staff

Sheri Gordon

Danielle Rau (left March 2000) Larry Whalen (effective July 2000)

Michael Thurman Deahanna Hernandez

# LABOR AND INDUSTRIES' APPRENTICESHIP COORDINATORS

Region 1 - Snohomish, Skagit, Whatcom, Island, and San Juan counties	Ernie Bennett
Region 2 - King county	Anne Wetmore (left June 2000) John "Jack" Wojtanowicz
Region 3 - Pierce, Kitsap, Clallam, and Jefferson counties	Pam Doss
Region 4 - Longview Office - Wahkiakum, Cowlitz, Clark, Skamania, and the Southern part of Pacific county	Ed Madden
Region 4 - Tumwater Office - Grays Harbor, Mason, Thurston, Lewis, and the Northern part of Pacific county	Alice Curtis
Region 5 - Central Washington - Okanogan, Douglas, Chelan, Grant, Kittitas, Yakima, Klickitat, Benton, Franklin, Walla Walla, Columbia, Garfield, and Asotin counties	Marcia Brown
Region 6 - Eastern Washington - Ferry, Stevens, Pend Orellie, Lincoln, Spokane, Adams, and Whitman counties	Evie Lawry

### **MISSION**

The Washington State Apprenticeship and Training Council and the Department of Labor and Industries promote a highly skilled and diverse workforce by developing and supporting apprenticeship training programs throughout the state. This work is carried out under the authority of Chapter 49.04 RCW, in partnership with business, labor, and education.

### **VISION**

The people of Washington State understand and value the role of apprenticeship in promoting a highly skilled and diverse workforce. Individuals interested in apprenticeship have equal opportunity to participate in these training programs.

### **VALUES**

The Washington State Apprenticeship and Training Council:

- Believes that apprenticeship produces highly skilled workers and contributes to the economic vitality of the state.
- 2 Establishes policy and makes decisions in an open, collaborative manner with equal input and representation from business and labor.
- Ensures that all who are interested have access to information about apprenticeship programs and equal opportunity to participate in them.
- Supports diversity of thought, ideas and people in the apprenticeship community.
- **6** Communicates with all apprenticeship stakeholders in a consistent, open and fair manner.
- **6** Views the safety, health and education of all apprentices as a paramount concern.
- Regularly evaluates customer needs to ensure that the quality and relevance of apprenticeship training remain high.
- Assesses the potential for apprenticeship opportunities in new and emerging occupations and technologies.

### APPRENTICESHIP OVERVIEW

Apprenticeship combines classroom studies with on-the-job training under the supervision of a journey level craft person or trade professional. Apprenticeship programs are a proven success in Washington. They offer key benefits not normally found in other education and job training programs. Apprentices learn a skill that leads to a lifetime career and they earn while they learn. Apprenticeship prepares individuals for work in more than 100 occupations across the state.

Almost six decades ago, the Washington State Legislature established the Washington State Apprenticeship and Training Council to oversee apprenticeship. By law, the Council approves formation of apprenticeship training committees in cities or trade areas and approves standards by which local programs operate. Committee-sponsored programs are typically funded and administered together by representatives of employers and employees. The key indicators of an effective program are:

- The ratio between apprentices and journey level supervisors (low ratios indicate greater attention to on-the-job skill development).
- Commitment of the apprenticeship committee to diversity, availability of pre-apprenticeship orientation and training, and quality classroom trainers.

"Plant" apprenticeship programs are developed for a specific occupation in a particular employer's work site.

### **KEY EVENTS IN 2000**

On February 3, 2000 the Governor signed Executive Order 00-01 "Promoting The Use of Apprentices in Public Works Projects." This order will increase apprenticeship statewide.

Additional outreach sessions, "Building Better Communities Through Apprenticeship" have been held in conjunction with the quarterly Council meetings. These sessions are well received and have been attended by more than 100 people each time.

Employment Security Department and the Department of Labor and Industries are working together to develop a generic application and information-sharing database. Persons interested in apprenticeship programs will be able to access information through ESD and send notices of interest to participating programs. As part of the Governor's Executive Order, we are working with ESD to expand access to apprenticeship. The site came online "in test mode" August 23, 2000 and began full operation about a month later. The Department and ESD continue to work together to develop this online apprenticeship website. Visit the WorkSource Washington Apprenticeship Website at: <a href="http://apprenticeship.wa.gov">http://apprenticeship.wa.gov</a>.

The RCW on apprenticeship is progressing through the legislative process and will be put before the 2001 Washington State Legislature for approval. The WSATC and the Council's WAC/RCW Committee has unanimously supported this bill. The apprenticeship WAC continues to be revised.

Gov. Gary Locke declared October 2000 as Registered Apprenticeship Awareness Month (RAAM 2000) in Washington, joining the U.S. Secretary of Labor and governors from many other states across the nation. The purpose of RAAM 2000 was to increase public awareness of apprenticeship programs, to increase the number of people entering apprenticeship programs and to increase the number of employers who use registered apprenticeship training to develop their work force. Various Labor and Industry' Apprenticeship coordinators set-up displays as part of RAAM 2000.

The Registered Apprenticeship Catalog was printed twice in 2000 with a total of 20,000 copies. Approximately 90% of these books were given out during 2000. The catalog has proved a big success with individuals interested in getting into apprenticeship programs and with both school counselors and private sector counselors. The Catalog is available on the Apprenticeship website and updated as needed. Additionally, listings of available apprenticeship programs, grouped by county, are now available and are also available on the apprenticeship website.

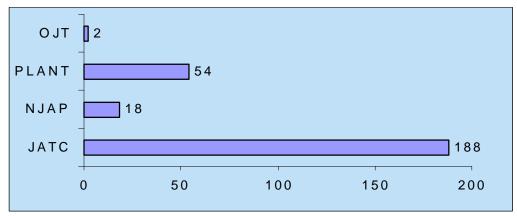
The strategic goals for the next two years were developed by the Strategic Planning subcommittee. The goals were approved and adopted by the WSATC at the April 2001 Council meeting.

- 1. Expand the apprenticeship into emerging areas and the public sector.
- 2. Enhance access to apprenticeship by encouraging pre-apprenticeship programs in a statewide system of on-line apprenticeship applications.
- Attract new applicants through marketing efforts that includes changing the image of apprenticeship by the use of web sites, web links, new informational brochures and aggressive statewide advertising campaign.
- 4. Approve the council's connection with our partners, including Employment Security Department, Community Trade and Economic Development, State Board of Community and Technical Colleges, Labor and Industries, the governor's office, the legislature, and the workforce development system.

Washington Quality Child Care Initiative grant funds facilitated the expansion of the Early Care and Education Apprenticeship. The project assisted the system to be placed in four additional regional areas and register apprentices in Child Care Assistant/Associate I and Child Care Site Coordinator/Associate II. Cooperative agreements were developed with seven community and technical colleges to provide related supplemental training. The grant will close August 2001.

## **SUMMARY OF APPRENTICESHIP DATA**

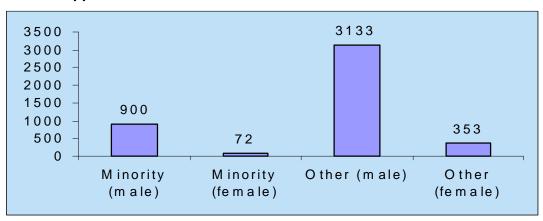
**Table 1. Number of Active Apprenticeship Programs in 2000** 



Note: (OJT - On-The-Job Training; NJAP - Non-Joint Apprenticeship Programs; JATC - Joint Apprenticeship and Training Committee)

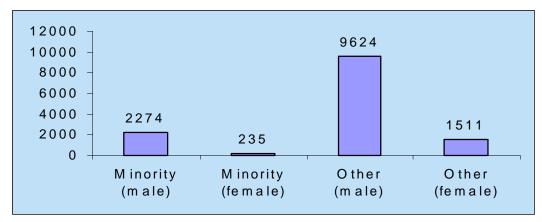
- A total of 262 programs were active in 2000.
- 7 new programs were added with a total of 8 trades/occupations
- 1 new trade/occupation were added to an existing program

Table 2. Apprentices Indentured in 2000



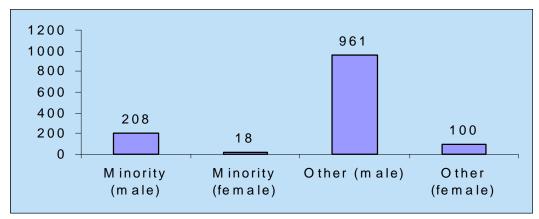
Note: Total apprentices indentured in 2000 = 4, 458

Table 3. Active Apprentices in 2000



Note: Total active apprentices in 2000 = 13, 409

Table 4. Apprentices Receiving Apprenticeship Certificates in 2000



Note: Total apprentices receiving certificates in 2000 = 1, 269

### 2000 APPRENTICESHIP COMPLETIONS

#### **More Than 100 Completions**

198 Construction Electrician

#### 50 to 99 Completions

96	Laborer
89	Carpenter
61	Sheet Metal Worker

55 Painter/Decorator

#### 25 to 49 Completions

48	Ironworker
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- 36 Construction Lineman
- 35 Plumber
- 32 Corrections Officer
- 27 Drywall Metal Stud, Acoustical Ceiling Applicator
- 27 Tree Trimmer
- 26 Commercial Glazier
- 25 Roofer
- 25 Sprinkler Fitter

#### 10 to 24 Completions

24	Cement	110000
24	Cement	IVIASON

- 22 Construction Equipment Operator
- 22 Firefighter
- 22 Steamfitter
- 19 Instructional Assistant
- 17 Machinist
- 17 Meatcutter/Retail
- 16 Bricklayer
- 15 Dispensing Optician
- 15 Lineman
- 14 Drywall Finisher
- 14 Water Pipe Worker
- 11 Industrial Maintenance Mechanic
- 10 Carpet/Linoleum, Resilient Tile Layer
- 10 Sheet Metal Service Technician

#### 5 to 9 Completions

- 9 Refrigeration Mechanic
- 8 Automotive Technician
- 8 Boilermaker, Field Construction and Repair
- 8 Heavy Duty Equipment Mechanic
- 8 Pipefitter

Residential Glazier 8 7 **Acoustical Applicator** 7 Scaffold Erector 7 Tilelayer Carpenter, piledriver Industrial Millwright 6 6 Plasterer 6 6 **Residential Carpenter** 5 Cosmetologist Environmental Control Painter 5 5 Heavy Duty Repairman Mechanic 5 Pointer/Cleaner/Caulker Residential Sheet Metal Worker 5

5	Residential Wireman
Under	5 Completions
4	Asbestos Worker
4	Boilermaker
4	Exterior-Interior Specialist
4	Industrial Refrigeration Technician
4	Machinist (Aircraft Oriented)
4	Teamster
3	Industrial Maintenance Millwright
	Low Energy/Sound & Communication
3	Maintenance Electrician
3	Maintenance Lineman
3	Meterman
3	Secretary (Clerical)
3	Tool & Die Maker
3 3 3 3 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Automotive Machinist/Automotive Repair Shop
2	Building Maintenance Repair
2	Child Care Site Coordinator Associate II
2	Facilities Maintenance Mechanic
2	Fire/Medic
2	Industrial Maintenance Electrician
2	Millwright
2	Model Maker
2	Stationary Engineer
2	Tile/Terrazo/Marble Finisher
	Traffic Control Painter
1	Automotive Body Technician
1	Automotive Mechanic
1	Cement Finishers
1	Child Care Assistant Associate I

Coach Heavy Duty Diesel Mechanic

**Grounds Maintenance Specialist** 

Environmental Control Systems Craft Worker

Communication Technician

Gas Main Fitter

1

1

1

1

1

1	Housing Plumber
1	Industrial Maintenance Electrician/Electronics
1	Industrial Maintenance Repairer (Level of Preser)
1	Industrial Sheet Metal Worker/Welder
1	Instructional Aide
1	Lather
1	Machinist Automotive (Machine shop)
1	Maintenance Machinist
1	Maintenance Pipefitter
1	Meter Repairman
1	Meter Technician
1	Mill and Cabinet Maker
1	Motor Shop Electrician
1	NC/Spar Mill Operator
1	Plant Maintenance Worker (Lubricator)
1	School Secretary
1	Soft Tooler
1	Sound Communication & Electronic Control
1	System Dispatch
1	Tool and Cutter Grinder
1	Utility Wireman

Water Pollution Control Plant Operator

1

# FOR MORE INFORMATION

Apprenticeship Program
Department of Labor and Industries
PO Box 44530
Olympia, WA 98504-4530
360-902-5320

Web site: <a href="http://www.lni.wa.gov/scs/apprenticeship/index.htm">http://www.lni.wa.gov/scs/apprenticeship/index.htm</a>

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